BROOKHAVEN
NATIONAL LABORATORY

Scientific Personnel Report Appointments and Salaries

Human Resources & Occupational Medicine Division

June 2005

1. Count of Appointments by Organization

Note that, because the data in this table is effective on December 31, it will differ from the historical appointment data that is presented later and is effective October of each year.

Scientific Staff Appointment Counts by Organization

Effective December 31, 2004

Organization	Tenure	Contin-uing	Term & Project	Res Assoc	Total
Biology	12	4	15	19	50
Center or Functional Nanomaterials	1	1	7	8	17
Chemistry	17	7	13	24	60
Collider Accelerator	12	28	8	4	52
Computational Science Center	0	1	1	3	5
Director's Office	14	6	1	0	21
Energy Sciences & Technology	2	35	6	5	48
Environmental Sciences	7	12	11	5	35
Information Technology	0	0	0	0	0
Instrumentation	4	9	1	0	14
Materials Science	5	6	8	6	25
Medical	3	3	11	7	24
NSLS	12	8	15	9	44
Nonproliferation & Natl Security	0	10	5	0	15
Physics	44	41	47	34	166
Superconducting Magnet	2	7	0	0	9
Total	134	178	149	124	585

Notes:
Term and Project column includes 3 Riken fellows.
Research Associates includes 9 Goldhaber Fellows, and 4 Sr. Research Associates.
SUSB/BNL Joint Appointees, total of 6, are excluded.

2. History of Appointment Counts

The table below presents a 10-year history of Scientific Staff appointment type counts, effective in October of each year. The counts include Scientific Staff assigned to Management Schedule positions.

History of Scientific Staff Counts by Appointment Type
Effective October of indicated year

Year	Tenure	Continuing	Term & Project	Research Associates	Total
1995	156	261	137	69	623
1996	148	242	136	65	591
1997	139	229	128	61	557
1998	138	210	133	62	543
1999	132	204	127	68	531
2000	129	193	113	95	530
2001	129	190	132	108	559
2002	128	194	112	121	555
2003	129	179	129	125	562
2004	134	179	138	125	576

3. Age Distribution

An age distribution is presented for BNL's two permanent Scientific Staff appointment categories in 5-year increments:

Age Distribution for Tenured & Continuing Scientific Staff
Effective December 31, 2004

Age Group	Tenured Staff	Continuing Staff
<= 40	5	10
41 - 45	12	20
46 - 50	21	28
51 - 55	13	36
56 - 60	27	39
61 - 65	29	35
66 - 70	15	8
> 70	12	2
Total	134	178

4. Salaries

The table below shows the distribution of Scientific Staff salaries by rank and appointment according to CY 2005 salary range thirds. (It does not include staff members with a scientific appointment on the Management Schedule.) Salaries include increases that were implemented on April 1. This report format, using range thirds, is consistent with the way in which BNL administers salaries.

Scientific Staff Salary Distribution

Effective April 2005

Scientific Rank / Appointment	Total Count	Growth Third	Comp Third	Premium Third
Senior Scientist (Tenured and Continuing)	85	14	60	11
Scientist (Tenured)	39	9	27	3
Scientist (Continuing)	150	76	62	12
Scientist (Term and Project)	49	40	9	0
Associate Scientist	50	41	7	2
Assistant Scientist	51	42	9	0

Scientific Staff Salary Ranges

Effective April 2005

Scientific Rank	Range & Growth Minimum	Competitive Minimum	Premium Minimum	Range & Premium Maximum	% Increase to Min & Max from CY 04
Senior Scientist	101,000	129,000	157,000	185,000	4.1 % - 1.6%
Scientist	84,000	107,667	131,333	155,000	5.0% - 14.8%
Associate Scientist	78,000	90,333	102,667	115,000	5.4% - 2.7%
Assistant Scientist	74,000	82,667	91,333	100,000	5.7% - 2.0%

BNL is continuing to enhance adjustments to range minimum and allocations for salary increases for Scientific Staff to achieve a more competitive average salary relative to other organizations. The increase of 14.8% to the range maximum for Scientist will enable BNL to pay salaries that are more competitive for the range of roles assigned to the Scientist rank, particularly those who serve in supervisory roles.

Scientific Rank	Minimum	Maximum	% Increase to Min & Max from CY 04
Research Associate	42,000	67,000	5.0% - 3.1%